

Idaho Division of Vocational Rehabilitation & Idaho State Rehabilitation Council

2015 Calendar

2014 Annual Report



- Our Vision -

Your success at work means our work is a success.

- Our Mission -

**Preparing individuals with disabilities for employment and
community enrichment.**



Idaho State Rehabilitation Council

2014 MESSAGE FROM THE STATE REHABILITATION COUNCIL CHAIR



DR. SEAN BURLILE

As a rehabilitation professional and as the Chair of the Idaho State Rehabilitation Council (SRC) I want to thank members of the Council, the wonderful staff at the Idaho Division of Vocational Rehabilitation (IDVR), and the Executive Director of the Idaho State Board of Education for the continued support of Idahoans with disabilities.

I am proud to work with such kind and dedicated professionals. The work we do in support of people with disabilities not only brings the taxpayers of Idaho a valuable return on investment, but it also makes a significant difference in the lives of people with disabilities, and has a positive impact on their future generations.

As I look back on the accomplishments of this past year I am proud to report an increased emphasis on transition services, greater outreach to people in all regions in Idaho, an emphasis on enhancing relationships with our tribal partners, and a national presence in promoting best practices in rehabilitation.

I have been truly honored to serve Idahoans with disabilities and look forward to expanding opportunities to all people with disabilities.

Sean S. Burlile, Ph.D.

Chair, Idaho State Rehabilitation Council

STATE REHABILITATION COUNCIL ACCOMPLISHMENTS FFY 2014



2014 SRC BOARD MEMBERS

The council participated with IDVR in the triennial Comprehensive Statewide Needs Assessment, which identified needs from customers, staff, partners and employers. In addition, the council and IDVR co-sponsored three public forums, receiving input to help develop the FFY 2015 State Plan and Strategic Plan. Key points of the feedback included:

- Improving communication in VR processes, leading to greater customer satisfaction
- Providing upfront benefits counseling to increase informed choice
- Increasing returns of customer surveys as well as help with ongoing social issues
- The importance of youth transition services



2014 FORT HALL TRIBAL MEMBERS

The Council conducted activities to evaluate responsibilities and carry out functions more effectively and efficiently by updating its bylaws and manual, including flowcharts identifying requirements and the concept of federal matching funds.

The council provided IDVR the FFY 2015 State Plan Section 4.2c (*Input of the SRC for FFY 2013 activities*) and reviewed goals and priorities for the Plan.

The council assisted IDVR in assessing the potential removal of the Field Services manual from IDAPA Rule. The Council continues to collaborate with IDVR to maintain an understanding of VR fiscal policy and direction.

2014 MESSAGE FROM THE IDAHO DIVISION OF VOCATIONAL REHABILITATION ADMINISTRATOR



JANE DONNELLAN

It is with great pleasure to present this Annual Report. Through this combined report with the State Rehabilitation Council (SRC) and the Idaho Division of Vocational Rehabilitation (IDVR), we are able to showcase some of our success stories from each of our regions. Furthermore, it is an opportunity to highlight some of our performance outcomes, accomplishments, and statewide partnerships.

IDVR had 1978 customers who achieved an employment outcome this year with an average wage of \$11.16 per hour. In addition, 83% of customers who achieved or maintained employment reported their wages as their primary means of support instead of depending on public benefits or family support. This increase in personal income contributes to Idaho's economy through tax revenue and increases in personal spending.

I am proud of all the success IDVR has demonstrated over the past year. It is an honor to work with a team of professionals who are dedicated to providing employment opportunities to enhance the lives of individuals with disabilities in the State of Idaho. I want to thank the SRC, the State Board of Education, all the staff of IDVR and most importantly all the individuals who participate in our program. Enjoy!

Jane Donnellan, MA, CRC
Administrator

January 2015

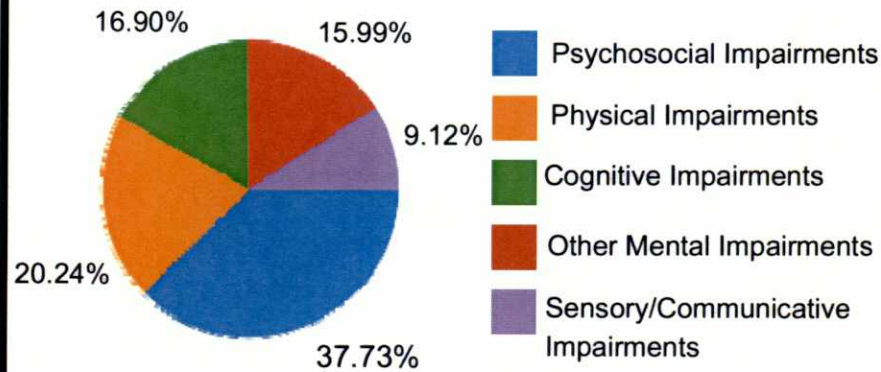
National Mentoring Month
National Volunteer Blood Donor Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 - New Years Day	2	3
4	5	6	7	8	9	10
11	12	13	14	15 - National Hat Day	16	17
18	19 - Martin Luther King Jr. Day -Idaho Human Rights Day	20	21	22	23	24
25	26	27	28	29	30	31

" Very thorough, thoughtful and very encouraging!"

BY THE NUMBERS-FFY2014

Impairment Types



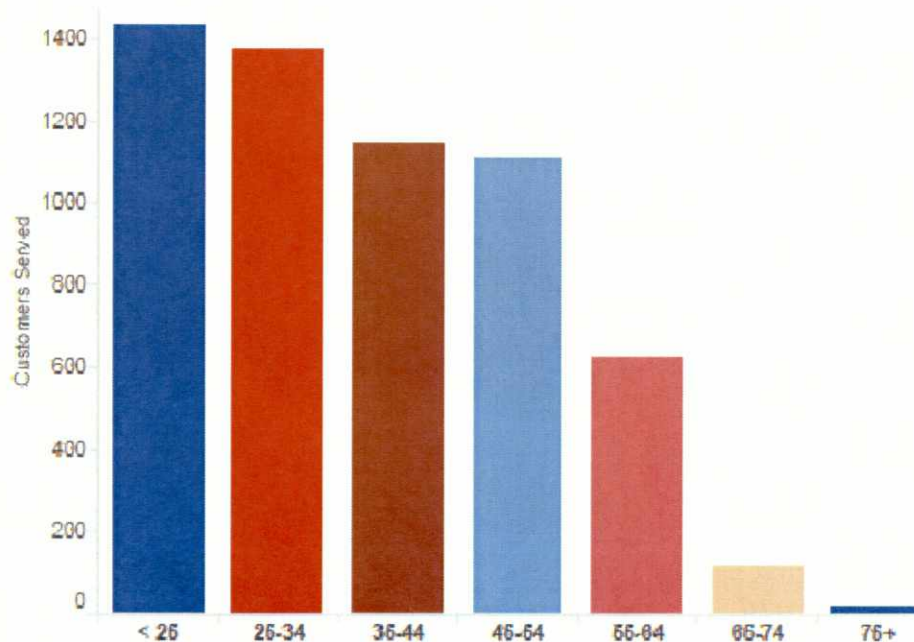
Average customer wage, pre-VR services:

\$34.73/week

Average customer wage at successful VR

closure: **\$349/week**

Age Ranges of Customers Served



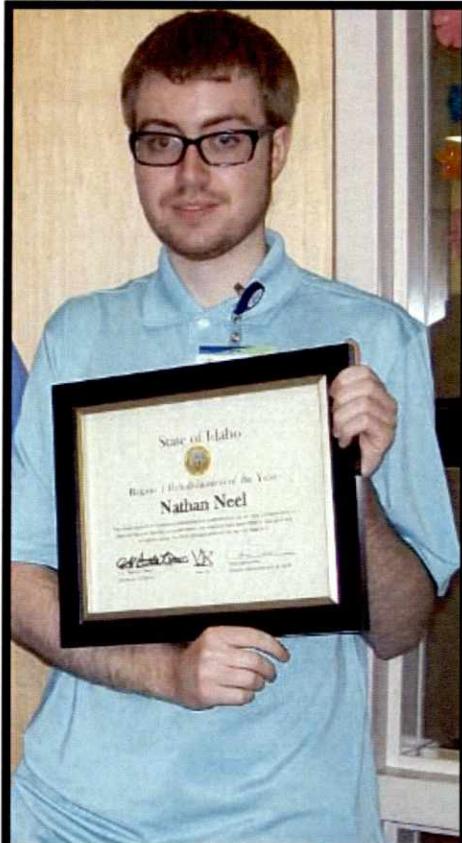
Return on Investment: In FFY2014, 1978 VR customers achieved a successful vocational outcome. Their average weekly earnings equates to an estimated **\$10,315,000 in state sales taxes paid.**

February 2015

American Heart Month
National Cancer Prevention Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 -Groundhogs Day	3	4	5	6	7
8	9	10	11	12	13	14 -Valentine's Day
15	16 -President's Day	17	18	19	20	21
22	23	24	25	26	27	28

" I received excellent service from everyone. 5 stars to all VR staff members."



Region 1
Coeur d'Alene
Nathan Neal
Debra Cowan, VRC

Nathan came to VR while in high school. His disabilities presented barriers to social interactions, concentration, planning, organization, and follow through with assignments. Anxiety and low frustration tolerance made learning more difficult. Nathan and his VR counselor agreed on the following services:

- Counseling and support
- Referral to Project SEARCH
- Job support and follow along

Project SEARCH is a collaboration between VR and the Coeur d'Alene school district that gives students the opportunity to participate in job internships in their final year of school. Nathan's work was so outstanding during his internships that the hospital offered him a job as an office assistant in the Quality Department.

Nathan continues to work as an office assistant. Along with earning a living wage, Nathan receives full medical and dental benefits from his employer. VR's support and services have helped Nathan reach both personal and vocational goals.

March 2015

Developmental Disabilities Awareness Month
Women's History Month
American Red Cross Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8 - Daylight Savings Time Begins	9	10	11	12	13	14 - Pi Day
15	16	17 - St. Patrick's Day	18	19	20 - Spring Begins	21
22	23	24	25	26	27	28
29 - Palm Sunday	30	31				

"They never gave up trying to help."



Region 2
Lewiston
Marcie Stewart
Renea Spaulding, VRC

In addition to her mental health disabilities, Marcie faced significant barriers to employment:

- Limited work experience
- Single parent
- Limited available community jobs

Marcie and her VR counselor worked to identify jobs that would fit her needs and provide long-term employment. With help, Marcie found employment with a local home-health care agency. To help her with job success, VR provided the following services:

- Vocational counseling
- Job support
- Symptom management skills
- Community referrals for parenting classes
- Work clothes

Marcie has been with her employer for over a year and has experienced positive changes in all aspects of her life. As she told her counselor, she is “loving life!”

April 2015

National Autism Awareness Month
Volunteer Appreciation Month
National Humor Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 – April Fools Day	2	3	4
5 – Easter	6	7 – World Health Day	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22 – Administrative Professionals Day	23	24	25
26	27	28	29			

“ VR was extremely helpful from beginning to end.”



Region 3
Treasure Valley
Tara Adams
Doug Clapp, VRC

Tara's deafness made clear communication with others challenging. She came to VR for assistance in becoming an educator specializing in American Sign Language (ASL). Tara and her VR counselor wrote a plan to help Tara reach her goal of becoming a self-employed ASL instructor.

Tara contributed in the following ways:

- Wrote a detailed business plan
- Found and leased classroom space
- Marketed her business in the community
- Developed a business website and Facebook page

VR assisted with:

- Vocational guidance and counseling services
- Office supplies
- Teaching materials
- Business cards

ASL Expressions opened its doors in March 2013. The response to her business was enthusiastic. She continues to teach ASL to all ages and participate in outreach and advocacy opportunities for deaf and hard of hearing individuals.

Tara states: "I could not have done it without VR. I needed motivation, encouragement for my abilities, and some financial support. I was able to get all of that from VR! I am so thankful that there are resources like this out there for people like me, who just need a little push. Thank you!!"

May 2015

National Mental Health Month
Military Appreciation Month
National Bike Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 - May Day	2
3	4	5 - Cinco de Mayo	6	7	8	9
10 - Mother's Day	11	12	13	14	15	16 - Armed Forces Day
17	18	19	20	21	22	23
24 31	25 - Memorial Day	26	27	28	29	30

"They asked good questions, and didn't make me feel stupid asking."



Region 4
Twin Falls
Jim Thompson
Carl Weeks, VRC

Jim never held a steady job due to a lifetime of mental health struggles, substance abuse issues, and felony convictions. After his third conviction, Jim was given the opportunity to participate in drug court as an alternate sentencing option. He was referred to VR for assistance finding employment.

Jim and his counselor determined an appropriate vocational goal, and together wrote a plan to achieve long-term, stable employment. Jim and his counselor agreed that in order to find employment, VR would help Jim with an eye exam and glasses, a cell phone and minutes in order to make contact with employers, and short-term assistance with medications. VR also provided job search and job support assistance through a local Community Rehabilitation Provider (CRP).

Jim found employment with a local retailer. He stuck with his recovery program and continued to work. 18 months later, Jim continues to work full-time. His dedication to positive life changes and support from VR have changed his focus and direction. For the first time in his life, Jim has maintained long-term, stable employment and is making positive contributions to his community.

June 2015

PTSD Awareness Month
National Safety Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14 -Flag Day	15	16	17	18	19	20
21 -Father's Day	22	23	24	25	26	27
28	29	30				

" They did more than listen, they helped me to understand."



Region 5
Pocatello
Carla Jean Whitman
Sheila Jackson, VRC

Thirty-six years of working in a physically demanding job took a toll on Jean. She needed a job that wouldn't exacerbate her orthopedic and arthritic limitations. Jean and her VR counselor decided Jean needed new skills to find a job that matched her interests and physical imitations.

Jean enrolled in the Office Technology program at Eastern Idaho Technical College. VR agreed to support Jean with:

- Counseling and guidance
- Tuition assistance
- Book assistance
- Class fee assistance
- Transportation reimbursement
- Job search assistance
- Job support after placement

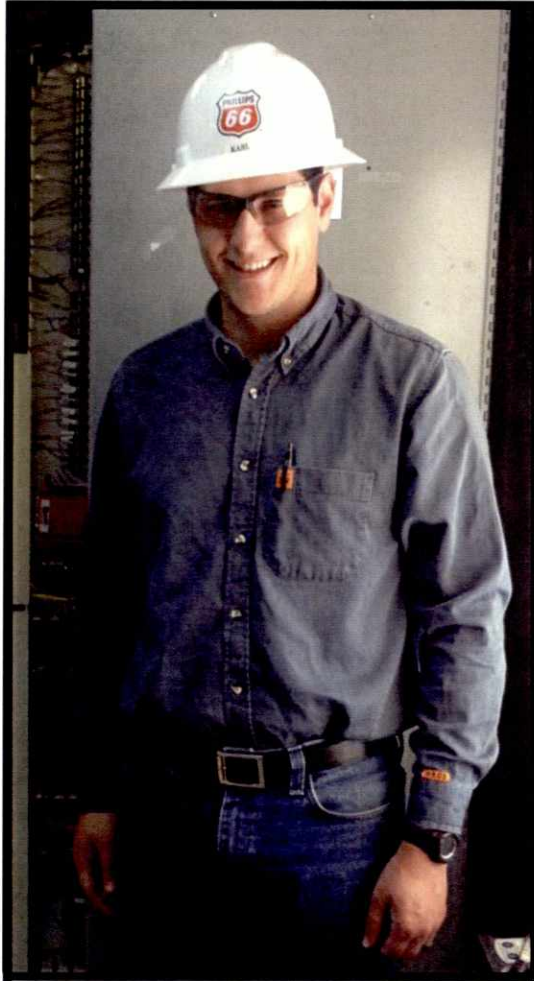
Jean completed her Associate's Degree in Office Professions and was hired by Foster Grandparents as a full-time administrative assistant with benefits. Her wage level meant that she was able to discontinue her Social Security Disability benefits. Best of all, Jean loves her job!

July 2015

National Picnic Month
National Parks Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 –SFY 2016 Begins	2	3	4 –Independence Day
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

" I was very impressed how well they listened to what I was working for!"



**Region 6
Idaho Falls
Karl Jensen
Doug Swindler, VRC**

Karl wanted to pursue schooling after high school, but was concerned that his learning disability would prevent him from being successful. He met with his counselor, who was impressed with Karl's motivation to succeed. Karl and his counselor worked together to determine a vocational goal for Karl.

Karl would complete a Radiation Technical Certificate at Eastern Idaho Technical College and then enroll in Idaho State University's Energy Systems Instrumentation Engineering Technology program.

VR provided the following services to help Karl complete his training programs:

- Counseling and guidance
- Tuition assistance
- Textbook assistance
- Purchase of required program tools

Karl maintained satisfactory academic progress and completed his courses of study as outlined. Immediately after graduation from ISU he was hired by Phillips 66 as a pipeline technician. In addition to his high wage rate, Karl also receives employer-sponsored health, dental, vision, and retirement benefits and is able to support his growing family.

August 2015

National Immunization Awareness Month
Water Quality Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2 - Friendship Day	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 30	24 31	25	26 - National Dog Day	27	28	29

"I now have a new life and my whole family feels the benefits. We thank you."



Region 7

Caldwell

Rich Mattison

Lorri Dale, VRC

Rich was referred to Vocational Rehabilitation by his probation officer. After a serious car accident affecting his neck and back, Rich could no longer work in physically demanding jobs. He also had other significant barriers to employment due to mental health issues and a felony conviction. Rich had previous experience as a tattoo artist and owning his own business. He and his counselor decided that Rich should open his own tattoo parlor. Rich and his VR counselor wrote a plan to help him achieve this goal.

Rich contributed the following to his plan:

- Wrote a business plan
- Located a suitable business space
- Purchased sanitation equipment and tools
- Marketed his business

VR provided:

- Vocational guidance and personal counseling
- Psychiatric evaluation
- Short-term medication and medication monitoring
- Eyeglasses
- Tools
- Short-term business rent assistance

Rich opened 180° Tattoo and Body Piercing and quickly expanded his shop. He continues to operate a successful business and gives back by donating services to fundraising events in the community.

September 2015

National Alcohol & Drug Addiction Recovery Month
National School Success Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7 –Labor Day	8	9	10	11	12
13 – Grandparent's Day	14	15	16	17	18	19 – Talk like a Pirate Day
20	21	22	23 –Autumn Begins	24	25	26
27	28	29	30			

“ They were very focused, great at listening and providing options and new ideas.”



Region 8

Boise

Andrew Demaree

MaKayla Burkman, VRC

Andrew came to VR as a recent high school graduate without any employment experience. He and his counselor spent significant time discussing his mental health diagnoses, his barriers to employment because of his disabilities, and developing strategies to address them.

Andrew completed VR's *WorkStrides* workshop and a job club at the Idaho Department of Labor. Through these two interactive experiences, Andrew was able to do in-depth career exploration, conduct informational interviews with potential employers, and fine-tune his job seeking skills and resume. Andrew was ready to look for a job.

When a position opened up with the Federal Bureau of Land Management (BLM), his counselor assisted Andrew in the application and hiring process.

He was hired by the BLM in a full-time, permanent position with benefits. Andrew feels that although this is his first job, it is the start of a great career with the BLM.

October 2015

National Disability Employment Awareness Month
Breast Cancer Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 - FFY 2016 Begins	2	3
4	5	6	7	8	9	10
11	12 - Columbus Day	13	14	15	16 Bosses' Day	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31 Halloween

"It was like I was the one in control of my life with their help."



WorkStrides is an interactive, 20 hour workshop provided to VR customers throughout the state.

Through individual and group activities, customers discover and understand their own values, personal needs, strengths, interests, and skills.

This knowledge assists customers and their VR counselors when determining appropriate employment goals and leads to success in obtaining and maintaining employment.

Program Objectives:

- Assist VR Customers move through the VR and job search process in an effective manner
- Support VR and customer relationships
- Support customers in identifying their unique personal strengths
- Provide tools to empower customers to make fact-based decisions regarding their vocational rehabilitation and job search
- Increase customer confidence and self-advocacy skills
- Move the focus of attention from “problems” to “solutions”
- Develop short- and long-term goals
- Inspire customers of their own power to make positive life changes



November 2015

National Family Caregivers Month

Native American Indian Heritage Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 - Daylight Savings Time Ends	2	3 - Election Day	4	5	6	7
8	9	10	11 - Veterans' Day	12	13 - World Kindness Day	14
15	16	17	18	19	20	21
22	23	24	25	26 - Thanksgiving	27	28
29	30					

"I had limits on what I could do but they helped me every step of the way."

SCHOOL-TO-WORK TRANSITION (SWT) SERVICES



Sometimes students and young adults benefit from specialized VR services to help plan for life after high school. Examples are:

- Career exploration
- Job seeking assistance
- Guidance pursuing post-secondary education
- Identifying resources needed in “adult” life
- Gaining self-advocacy skills and independence

IDVR works closely with schools around the state to help high school students and transition age (ages 14-25) VR customers move to life after high school.

IDVR currently has agreements in place with 45 school districts around the state to provide VR services in schools for students with disabilities. Eleven VR counselors work only with high school students in this setting.

In FFY2014, VR counselors around the state provided services to students from 104 secondary education schools, and provided services to 3,594 transition aged customers.

With the assistance of VR, 546 transition age customers achieved an employment outcome in FFY2014.

December 2015

National Impaired Driving Prevention Month
International AIDS Awareness Month
Universal Human Rights Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7 – Pearl Harbor Day	8	9	10 – Human Rights Day	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 -Christmas Day	26
27	28	29	30	31 – New Year’s Eve		

“ VR is the best! They worked hard as a team to help me accomplish my goals.”

STATEWIDE PARTNERSHIPS

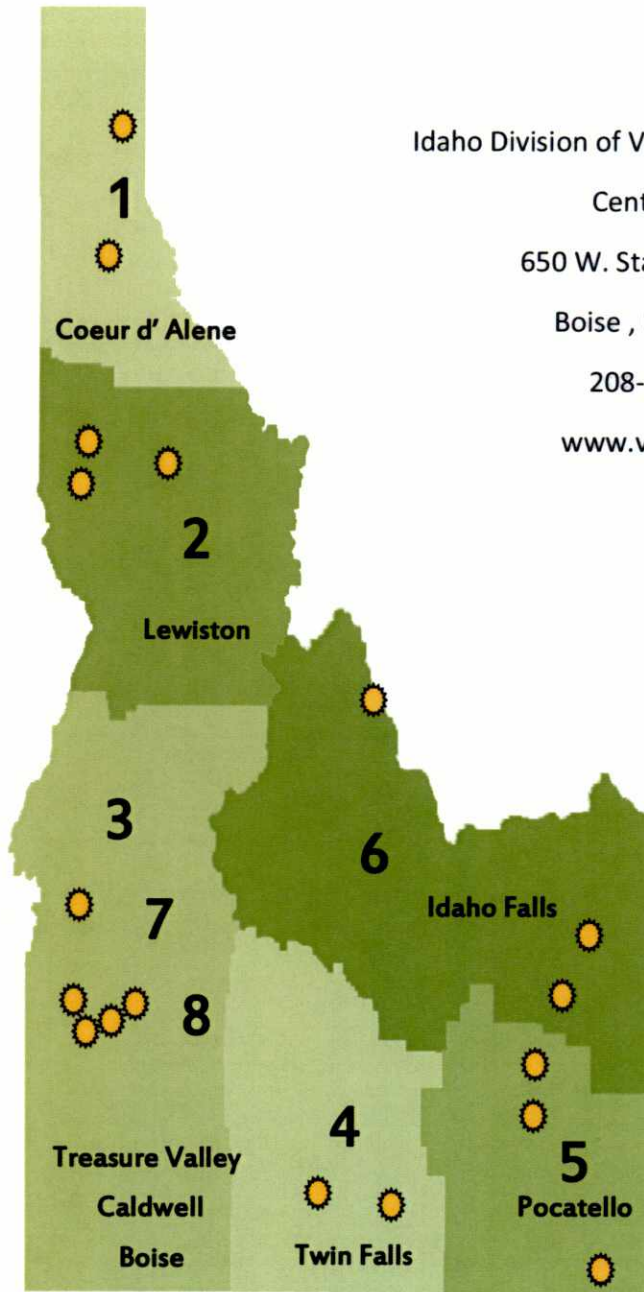


IDAHO DEPARTMENT OF
HEALTH & WELFARE

IDVR partners with Health and Welfare's mental health programs to provide vocational rehabilitation services to individuals with pervasive and severe mental health diagnoses. IDVR has a dedicated counselor serving this population in each of Health and Welfare's seven districts in the state. Through collaboration between VR counselors and mental health workers, customers are able to receive comprehensive services that directly address barriers to employment as a result of their disabilities. In FFY 2014, 195 VR customers with a significant mental illness achieved an employment outcome.



IDVR partners with Idaho Department of Correction (IDOC) to provide vocational rehabilitation services to customers who have disabilities and are on felony probation or parole. In SFY2014, four counselors served these specialized caseloads in the Treasure Valley area. Beginning in SFY2015, IDOC caseload services were expanded to include Northern, Central, and Eastern Idaho as well. VR counselors working with IDOC customers coordinate closely with probation and parole officers, drug court, community service providers, and employers to help transition individuals from prison to work. In FFY 2014, 128 customers with felony criminal convictions achieved a successful employment outcome, helping to reduce recidivism rates and state taxpayer burden.



Idaho Division of Vocational Rehabilitation

Central Office

650 W. State Street #150

Boise , Idaho 83720

208-334-3390

www.vr.idaho.gov



IDVR has offices located around the state.

Please contact your local office for more information about services available from VR.

Region 1, Coeur d' Alene:

Regional Office	208-769-1441
CdA Corrections	208-769-1444 ext. 221
Post Falls School-Work Transition	208-769-1555
Lake City Mental Health	208-769-2762
Sandpoint	208-263-2911
Panhandle School-Work Transition	208-263-2911

Region 2, Lewiston:

Regional Office	208-799-5070
Orofino	208-476-5574
Moscow	208-882-8550
River City Mental Health	208-799-4448
EES School- Work Transition	208-799-5070

Region 3, Treasure Valley Special Programs:

Regional Office/Juvenile Corrections	208-327-7017
Boise School-Work Transition	208-854-6710
Meridian School-Work Transition	208-350-5146
Nampa School-Work Transition	208-498-0590
Canyon County Mental Health	208-455-7049
Westgate Mental Health	208-334-0802
Deaf/Hard of Hearing Program	208-888-0648

Region 4, Twin Falls:

Regional Office	208-736-2156
Burley	208-678-3838
LCSI/Burley School-Work Transition	208-678-9798
Magic Valley Mental Health	208-732-1598
Twin Falls Corrections	208-736-3080

Region 5, Pocatello:

Regional Office	208-236-6333
Blackfoot	208-785-6649
Blackfoot Corrections	208-234-2883
Preston	208-732-1598
Gate City Mental Health	208-736-3080

Region 6, Idaho Falls

Regional Office	208-525-7149
Salmon	208-756-2114
Rexburg	208-356-4190
GOALS/EITC School-Work Transition	208-535-5391
Skyview Mental Health	208-528-5787

Region 7, Caldwell:

Regional Office	208-454-7606
Caldwell Corrections	208-454-7601 ext. 258
Nampa	208-465-8414
Meridian	208-888-0648
Payette	208-642-4762

Region 8, Boise:

Regional Office	208-327-7411
Boise Corrections	208-327-7008 ext. 292

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**A publication of:
The Idaho State Board of Education**

**To request this publication in alternate format,
please contact the Idaho Division of Vocational Rehabilitation.**

**IDVR can be reached at 1-208-334-3390. This publication
is also available on our website at www.vr.idaho.gov.**

This Annual Report was coordinated by IDVR and the SRC.

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